



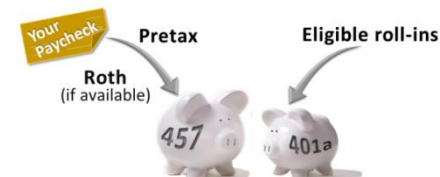
Iowa Retirement Investors' Club (RIC) 457/401a Plans Look *forward* to retirement! participant

RIC At-A-Glance (MassMutual ▪ Voya) Public Sector Employees

Program Basics

The Iowa Retirement Investors' Club (RIC) is your employer's supplemental retirement savings benefit designed to help eligible* employees save a portion of current wages for future income needs. RIC contains two plans: a 457 plan to hold employee contributions and a 401a plan to hold qualified roll-in assets. Participants enjoy:

- Contributions through payroll deduction - minimum \$25/mo, maximum \$18,000/yr, \$24,000/yr if age 50+ (ability to contribute up to \$36,000 with the 3-Year Catch-Up limit if available in your plan*)
- Tax advantages (pretax and Roth, if offered in your plan), including a possible tax credit of up to \$1,000
- Diversified, no-load, low-cost investment options
- Flexible payment options (once eligible) with no surrender penalties or product restrictions



Eligible outside retirement plan assets such as non-Roth IRAs, 401ks, 403bs, 457s, etc. may be rolled into/out of RIC at any time.

Enroll/Change



Enrollment is year-round. Options for enrollment include meeting with a RIC provider representative (no additional cost), using a provider's online resources (if available), or requesting a kit by mail. The provider has everything you need to open the 457/401a accounts, select investments, and begin payroll deductions (provider contact information below). Local advisor information for each provider is available under *Providers & Investments* on the RIC website.

Changes to payroll deductions, investment/ provider election, and advisors may be made at anytime without fees or restrictions. To change existing payroll deductions, complete the *RIC Account Form* available from your employer's plan details page* on the RIC website.

Distributions

While employed, distributions are only available due to approved unforeseeable emergency withdrawals, inactive small account cashouts, or attainment of age 70 ½. Requests for distributions while employed are submitted to the RIC office.



Once separated from employment, distributions are not required until age 70 ½. Options include staying invested in RIC, taking cash, or rolling to an outside retirement plan (including IPERS). Cash distributions may be taken as lump sums, flexible periodic payments, lifetime annuities, or any combination. RIC products have no surrender charges or restrictions. 457 plan assets have no early withdrawal penalty due to age. Taxable distribution of 401a plan assets prior to age 59 ½ may result in IRS 10% penalty. Requests for distributions after separating from employment are submitted directly to the RIC provider.

Investment Provider



Your employer chose one or more of the providers to the right to offer diversified investment options to participants in RIC. Options include fixed rate accounts, no-load mutual funds (index, actively managed, target-date) and brokerage accounts. RIC providers have advisors available to explain the investments and answer questions at no extra cost. Providers must meet RIC plan requirements and undergo annual investment reviews.

You may make changes to your investment options online, by phone, or with an advisor at any time. There are no annual contract fees or transfer fees within the provider offerings or between RIC providers.

 **800-743-5274**
 **800-555-1970**

All funds listed on reverse side.



* Information specific to your plan is available on your employer's plan details page accessed from https://das.iowa.gov/RIC/PSE/plan_details.



Visit the RIC website at <https://das.iowa.gov/RIC/PSE> to access program education, provider websites, advisor information, historical fund performance, fixed rates, plan documents, and more. Contact an RIC provider directly or the RIC office at 866 460-4692 if you have questions.

RIC Investment Options

Fund Categories		MassMutual (800-743-5274)		Voya (800-555-1970)	
Safety	Fixed Rate	MassMutual GIA		Voya Fixed Plus Account III / 457/401 II	
	Money Market			Voya Gov't Money Mkt Port (I)	IVMXX
Income	Core Bond	JPMorgan Core Plus Bd (R6)	JCBUX	Voya Intermediate Bd Portf (S)	IPISX
		Vanguard Total Bd Mkt Index (Adm)	VBTLX	Voya US Bd Index Portf (I)	ILBAX
	Inflation Protect	PIMCO Real Return (Inst'l)	PRRIX	BlackRock Infla Protected Bd (Inst'l)	BPRIX
	High Yield	Eaton Vance Income Fd of Boston (R6)	EIBRX	Ivy High Income (Inst'l)	IVHIX
	Foreign			Templeton Global Bd (Adv)	TGBAX
Balanced	Trad'l Balanced	Amer Fds Amer Balanced (R6)	RLBGX	Amer Fds Amer Balanced R4	RLBEX
	Target Date	BlackRock LifePath Index Retire (K)	LIRKX	Amer Fds 2010 Target Date Retire (R4)	RDATX
		BlackRock LifePath Index 2020 (K)	LIMKX	Amer Fds 2015 Target Date Retire (R4)	RDBTX
		BlackRock LifePath Index 2025 (K)	LIBKX	Amer Fds 2020 Target Date Retire (R4)	RDCTX
		BlackRock LifePath Index 2030 (K)	LINKX	Amer Fds 2025 Target Date Retire (R4)	RDDTX
		BlackRock LifePath Index 2035 (K)	LIUKX	Amer Fds 2030 Target Date Retire (R4)	RDETX
		BlackRock LifePath Index 2040 (K)	LICKX	Amer Fds 2035 Target Date Retire (R4)	RDFTX
		BlackRock LifePath Index 2045 (K)	LHKX	Amer Fds 2040 Target Date Retire (R4)	RDGTX
		BlackRock LifePath Index 2050 (K)	LIPKX	Amer Fds 2045 Target Date Retire (R4)	RDHTX
		BlackRock LifePath Index 2055 (K)	LIVKX	Amer Fds 2050 Target Date Retire (R4)	RDITX
				Amer Fds 2055 Target Date Retire (R4)	RDJTX
				Amer Fds 2060 Target Date Retire (R4)	RDKTX
Domestic Equity	Large Value	MFS Val (R5)	MEIKX	RidgeWorth Large Cap Val Equity (I)	STVTX
	Large Blend	Hartford Capital Appreciation (R6)	ITHVX	Parnassus Core Equity (Inv)	PRBLX
		MM Select Harris Focused Val (Inst'l)	MFVZX		
	Large Cap Index	Vanguard 500 Index (Adm)	VFIAX	Voya Russell Large Cap Index Portf (S)	IRLCX
		Vanguard FTSE Social Index (Inv)	VFTSX	Vanguard Total Stock Mkt Index (Inst'l)	VITSX
	Large Growth	MassMut Select Blue Chip Gro (Inst'l)	MBGZX	Voya Large Cap Gro Portf (S)	IEOSX
	Mid Value	MFS Mid Cap Val (R5)	MVCKX	Invesco Amer Val (R5)	MSAJX
	Mid Cap Index	Vanguard Mid Cap Index (Adm)	VIMAX	Voya Russell Mid Cap Index Portf (S)	IRMCX
	Mid Growth	JPMorgan Mid Cap Gro (R6)	JMGMX	VY® T Ro Prc Divers Mid Cap Gro (Adv)	IAXAX
	Small Value	Amer Century Sm Cap Val (R6)	ASVDX	Victory Integrity Sm Cap Val (Y)	VSVIX
International	Small Cap Index	Vanguard Sm Cap Index (Adm)	VSMAX	Voya Russell Sm Cap Index (I)	IIRSX
	Small Growth	MassMut Select Sm Cap Gro Eq (Inst'l)	MSGZX	Voya Sm Cap Opportunities Portf (I)	IVSOX
	Foreign Stock	MFS® Int'l Value (R5)	MINIX	Dodge & Cox Int'l Stock	DODFX
		Vanguard Total Int'l Stock Index (Adm)	VTIAX	Voya Int'l Index Portf (I)	IIIXX
	Emerging Mkts	Oppenheimer Developing Mkts (Inst'l)	ODVIX		
Sector	World Stock			Amer Fds New Perspective (R4)	RNPEX
	Real Estate	Vanguard REIT Index (Adm)	VGSLX	VY® Clarion Real Estate Portf (Inst'l)	IVRIX
Total range of fees*		0.25% - 1.10%		0.04% - 1.28%	
Self-Directed Brkg Account		Schwab PCRA (fees vary)		TD Ameritrade (fees vary)	

There are 2 types of investments offered by RIC providers (see illustration below). This chart is designed to show the variety of investment categories available through each provider with more conservative fund options at the top.

Fixed Rate

- Declared rate-fixed period
- Guaranteed by provider
- Always liquid
- No market risk
- No restrictions/maturities
- No fees



Variable Rate

- “Mutual Funds”
- No guarantees
- Always liquid
- Degrees of market risk
- No restrictions/maturities
- Fund management fees



*Fixed rate accounts have no fees or maturities. RIC variable rate funds have no sales charges. Individual fund fees are available on the RIC website at <https://das.iowa.gov/RIC>.